

MPB Human Resources

EEO Public File Report
Mississippi Public Broadcasting
January 23, 2011 – January 22, 2012

Filled Positions

Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer III, Sp	02/15/11	Agency Job Posting (MPB)	0	
		Agency Website	2	Agency Website
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Announcer/Producer II	02/21/11	Agency Job Posting (MPB)	0	
		Agency Website	0	
		Alcorn State Univ.	0	
		All Access	0	
		Belhaven College	0	
		Broadcast Employ. Svcs.	0	
		CPB Website	0	
		CURRENT Classifieds	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		National Assoc. of Black Journalists	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		National Education Telecommunications Assoc. (NETA)	0	
		National Education Writers Association	0	
		PBS Connect	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		State Personnel Board	3	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	

Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Graphic Arts Spec II	03/01/11	Agency Job Posting (MPB)	0	
		Agency Website	1	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		PRAM Central - Jackson	0	
		State Personnel Board	3	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		JSU Univ. Center	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Executive Producer	03/01/11	Agency Job Posting (MPB)	0	
		Agency Website	2	MPB Website
		Alcorn State Univ.	0	
		All Access	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State	0	

		Office		
		PBS Connect	0	
		State Personnel Board	3	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Announcer/Producer Sr.	03/7/11	Agency Job Posting (MPB)	0	
		Agency Website	0	
		Alcorn State Univ.	0	
		All Access	0	
		Belhaven College	0	
		Broadcast Employ. Svcs.	0	
		CPB Website	1	CPB Website
		CURRENT Classifieds	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		JournalismJobs.com	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		Natl. Assoc. of Black Journalists	0	
		Natl. Educ. Telecomm. Assoc. (NETA)	0	
		National Education Writers	0	
		NPR List Serve	0	
		PBS Connect	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		State Personnel Board	2	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	

Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
**Bureau Dir II/COO (Deputy Admin.)	04/11/11	Agency Job Posting (MPB)	0	
		Agency Website	1	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website		
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	4	SPB Website
		Tougaloo College	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Videographer Editor	05/01/11	Agency Job Posting (MPB)	0	
		Agency Website	4	MPB Website
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	3	

		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Videographer Editor	05/01/11	Agency Job Posting (MPB)	0	
		Agency Website	4	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	3	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer I, Special	05/09/11	Agency Job Posting (MPB)	0	
		Agency Website	3	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Midtown Partners		
		Millsaps College	0	

		Mississippi College	0	
		<i>Mississippi Link</i>	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	7	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Executive Producer (External Relations Liaison)	05/09/11	Agency Job Posting (MPB)	0	
		Agency Website	1	MPB Website
		Alcorn State Univ.	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		HCC Website	0	
		MAB Website	0	
		Millsaps College	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		Tulane Univ.	0	
		Univ. of Southern Mississippi	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Executive Producer	06/01/11	Agency Job Posting (MPB)	0	
		Agency Website	2	
		Alcorn State Univ.	0	
		Asian American Journalism Assoc.	0	
		Assoc. of Independents in Radio	0	
		Belhaven College	0	
		Broadcast Employ. Svcs.	0	
		CPB Website	2	CPB Website
		CURRENT Classifieds	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		JournalismJobs.com	0	
		MAB Website	0	

		Millsaps College	0	
		Minnesota Public Radio	0	
		Mississippi College	0	
		<i>Mississippi Link</i>	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		Natl. Assoc. of Black Journalists	0	
		Natl. Assoc. of Hispanic Journalists	0	
		Natl. Educ. Telecomm. Assoc. (NETA)	0	
		Natl. Education Writers	0	
		NPR List Serve	0	
		PBS Connect	0	
		Radio Television Digital News Assoc. (RTDNA)	0	
		Society of Prof. Journalists	0	
		State Personnel Board	1	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Broadcast Technician Sr.	06/21/11	Agency Job Posting (MPB)	1	
		Agency Website	1	MPB Website
		Alcorn State Univ.	0	
		Belhaven College	0	
		Copiah-Lincoln Comm. College/Wesson	0	
		CPB Website	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Hinds Comm. College/Jackson	0	
		Hinds Comm. College/Raymond (Coop Ed & Placement)	0	
		Hinds Comm. College/Raymond (Electronics Technology Dept.)	0	
		Hinds Comm. College/Pearl	0	
		Hinds Comm. College /Utica (Career Development Ctr.)	0	
		Hinds Comm. College/ Utica (Voc-Tech)	0	

		Hinds Comm. College/ Pearl (Instructor–David Van Hoose)	0	
		Holmes Comm. College, Goodman	0	
			0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		Society of Broadcast Engineers	0	
		State Personnel Board	0	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer IV, Special	07/05/11	Agency Job Posting (MPB)	2	
		Agency Website	3	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		Job Fair	1	
		MAB Website	0	
		Midtown Partners	0	
		Millsaps College	0	
		Mississippi College	0	
		<i>Mississippi Link</i>	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		PRAM Central - Jackson	0	
		State Personnel Board	8	SPB Website
		Tougaloo College	0	

		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Bureau Director II	07/18/11	Agency Job Posting (MPB)	0	
		Agency Website	0	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	3	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Sr. Producer/Director	08/01/11	Agency Job Posting (MPB)	2	
		Agency Website	3	MPB Website
		Alcorn State Univ.	0	
		All Access	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	

		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	2	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Executive Director	08/15/11	Agency Internet/Website	3	
		Alabama Broadcaster's Assoc.	0	
		Bullhorn Recruiting	5	
		Career Builder	0	
		Jackson State Univ.	0	
		Kinetic Staffing	6	Kinetic Staffing
		Linked In	0	
		Millsaps College	0	
		Mississippi College	0	
		The Ladders	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Accountant Auditor III	10/01/11	Agency Job Posting (MPB)	0	
		Agency Website	0	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		Linked In Corp.	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	5	SPB Website
		Tougaloo College	0	

		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer IV, Special (PR Specialist)	10/03/11	Agency Job Posting (MPB)	1	
		Agency Website	0	
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Midtown Partners	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		PRAM Central - Jackson	0	
		State Personnel Board	8	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Staff Officer I	10/15/11	Agency Job Posting (MPB)	2	MPB Job Posting
		Agency Website	0	
		Alcorn State Univ.	0	
		Antonelli College	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	

		Linked In Corp.	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		<i>Mississippi Link</i>	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	6	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Broadcast Technician Lead	11/14/11	Agency Job Posting (MPB)	0	
		Agency Website	4	MPB Website
		Alcorn State Univ.	0	
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		State Personnel Board	0	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Administrative Assistant IV	12/01/11	Agency Job Posting (MPB)	0	
		Agency Website	5	MPB Website
		Alcorn State Univ.	0	
		Antonelli College	0	
		Belhaven College	0	

		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		Linked In Corp.	0	
		MAB Website	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi Link	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	0	
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
		Virginia College	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Projects Officer II, Special	12/05/11	Agency Job Posting (MPB)	0	
		Agency Website	1	MPB Website
		Alcorn State Univ.	0	
		Antonelli College		
		Belhaven College	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Itawamba Comm. College	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Meridian Comm. College	0	
		Millsaps College	0	
		Mississippi College	0	
		Mississippi State Univ.	0	
		Mississippi Univ. for Women	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		PBS Connect	0	
		State Personnel Board	9	

		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Mississippi	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Announcer/Producer I	12/19/11	Agency Job Posting (MPB)	0	
		Agency Website	2	
		Alcorn State Univ.	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Itawamba Comm. College	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Mississippi Link	0	
		Meridian Comm. College	0	
		Millsaps College	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		State Personnel Board	2	SPB Website
		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	
Full Time Position Title	Date Filled	Recruitment Sources	Number Interviewed	Recruitment Source for Hiree
Announcer/Producer I	12/19/11	Agency Job Posting (MPB)	0	
		Agency Website	2	
		Alcorn State Univ.	0	
		CPB Website	0	
		Delta State University	0	
		Employ. Security Comm.	0	
		Hinds Comm. College	0	
		HCC Website	0	
		Itawamba Comm. College	0	
		Jackson State Univ.	0	
		JSU Univ. Center	0	
		MAB Website	0	
		Mississippi Link	0	
		Meridian Comm. College	0	
		Millsaps College	0	
		NAACP State Office	0	
		National NAACP State Office	0	
		State Personnel Board	2	SPB Website

		Tougaloo College	0	
		Tulane Univ.	0	
		Univ. of Southern Mississippi	0	
		Urban League of Jackson	0	

** This position was advertised as Bureau Director II but during the interviews it was mentioned that this person would eventually replace the employee in PIN 0082 due to current employee was retiring. When the candidate was selected it was decided that this person would go ahead and double pin in PIN 0082 rather than first working in PIN 0130 since the employee was retiring 6/30/11 and the current employee would train the new employee to replace her.

Master List of Recruitment Sources

No.	Source	Contact	E-Mail/Website	Address	Phone
1	Mississippi Public Broadcasting	Human Resources	careers@mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6565
2	Agency Website	Cindy Neal	www.mpbonline.org	3825 Ridgewood Rd. Jackson, MS 39211	601-432-6273
3	Alabama Broadcaster's Assoc.	Sharon Tinsley, Exec. Dir	www.al-ba.com	2180 Parkway Lake Dr. Hoover, AL 35244	205-982-5001
4	Alcorn State Univ.	Adrienne Willis	awillis@alcorn.edu	1000 ASU Dr. 540 Alcorn State, MS 39096-7500	601-877-6324
5	All Access	Mark Capuano	mcapuano@allaccess.com www.allaccess.com	28955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265	310-457-6616
6	Antonelli College	Career Services	www.antonellicollege.edu/	2323 Lakeland Drive Flowood, MS 39232	601-362-9991
7	Asian American Journalism Association	Antonio M. Salas	antonios@aaja.org www.aaja.org	5 Third St., Ste. 1108 San Francisco, CA 94103	415-346-2051
8	The Association of Independents in Radio		www.airmedia.org	1452 Dorchester Ave., 2 nd Floor Dorchester, MA 02122	617-825-4400
9	Belhaven College	Ashley King	aking@belhaven.edu	1500 Peachtree Str. Jackson, MS 39202-1789	601-968-5969

10	Broadcast Employment Services		info@tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119
11	Career Builder		www.careerbuilder.com	200 N. LaSalle, Ste. 1100 Chicago, IL 60601	773-527-3600
12	<i>The Clarion-Ledger</i> -Classifieds	Beverly Brown	beverlybrown@jackson.gannett.com	P.O. Box 40 Jackson, MS 39225	601-961-7125
13	Copiah-Lincoln Comm. College (Electronics Department)	Carey Williamson	www.colin.edu/	P.O. Box 649 Wesson, MS 39191	601-643-5101
14	Corporation for Public Broadcasting (CPB)	Jobline	http://www.cpb.org/jobline	401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600
15	<i>Current</i>	Kathleen Unwin	Currentpublicmedia@gmail.com	1612 K Street, N.W. Ste 704 Washington, DC 20009	877-745-8776 Ext. 1
16	Employment Security Comm.	Rachael Whatley & Silver Johnson	rwhatley@mdes.ms.gov sjohnson@mdes.ms.gov	5959 I-55 N. Frontage Rd., Suite C Jackson, MS 39213	601-321-7931
17	Employment Security Comm. (Job Bank)	Cynthia Woodall	cwoodall@mdes.ms.gov	5959 I-55 N. Frontage Rd., Suite C Jackson, MS 39213	601-321-6510
18	Hinds Comm. College (HCC)	Jane Moore	jljohnson@hindscc.edu	PMB 11278 Raymond, MS 39154-1100	601-857-3427
19	Hinds Comm. College (HCC)	Joe Johnson	www.hindscc.edu/jobplacement	P. O. Box 1100 Raymond, MS 39154-1100	601-857-3609
20	Hinds Comm. College (HCC)- Cooperative Educ & Placement	Joe Johnson	www.hindscc.edu/jobplacement	P.O. Box 1100 Raymond, MS 39154-1100	601.857.3427
21	Hinds Comm. College (HCC)- Electronics Tech. Dept.	Bill Eaton	wreaton@hindscc.edu	P.O. Box 1100 Raymond, MS 39154-1100	601-857-3421

22	Hinds Comm. College (HCC)-Rankin Branch	Dr. Sue Powell	espowell@hindscc.edu	3805 HWY 80 East Pearl, MS 39208	601-936-555
23	Hinds Comm. College (HCC)-Electronics Dept Rankin Branch	Vacant	www.hindscc.edu	3805 HWY 80 East Pearl, MS 39208	601-987-8156
24	Hinds Comm. College (HCC)-Jackson Branch	Sherman Green	sherman.green@hindscc.edu	3925 Sunset Drive Jackson, MS 39213-5899	601-987-8148
25	Hinds Comm. College (HCC)-Utica Branch	Priscilla Robertson	www.hindscc.edu	P. O. Box 1109 Utica, MS 39175	601-885-7120
26	Hinds Comm. College (HCC)-Utica Branch – Vocational-Technical Educ.	Jesse Killingsworth	www.hindscc.edu	P. O. Box 1006 Utica, MS 39175	601-885-7039
28	Holmes Comm. College – Engineering Technology Dept.	Will Alexander	www.holmes.cc.ms.us/	P. O. Box 409 Goodman, MS 39079	662-472-9090
29	Jackson State Univ. (JSU) – Career Counseling	Lashanda Jordan	jobplace@jsums.edu	1400 Lynch St Jackson, MS 39217	601-968-2477
30	JournalismJobs.com		info@journalismjobs.com	Oakland, CA	510-653-1521
31	Linked In Corp.		http://press.linkedin.com/	2029 Stierlin Court Mountain View, CA 94043	
32	Midtown Partners, Inc.		http://midtownpartners.org	329 Adelle Street Jackson, MS 39202	601-354-5373
33	Mississippi Assoc. of Broadcasters (MAB)	Job Bank	www.msbroadcasters.org	855 S. Pear Orchard Rd. Suite 403 Ridgeland, MS 39157	601-957-9121
34	Millsaps College – Career Center	Tonya Nations	careercenter@millsaps.edu	1701 North State Str. Jackson, MS 39210	601-974-1215
35	Minnesota Public Radio		Newslink@mpr.org	480 Cedar Street Saint Paul, MN 55101	651-290-1500

36	Mississippi College – Career Services Center	Karen Lindsey-Lloyd	Lloyd@mc.edu	P. O. Box 4010 Clinton, MS 39058	601-925-3901
37	<i>Mississippi Link</i> – Classified Ads	Jackie Hampton	www.mississippilink.com	P. O. Box 31238 Jackson, MS 39286	601-353-0560
38	Mississippi State Univ. – Career Services Center	Scott Maynard	www.career.msstate.edu	P. O. Box P Miss. State, MS 39762-5515	662-325-3344
39	Mississippi Univ. for Women – Career Services	Towanda Williams	twilliams@ss.muw.edu	1100 College Str., W-1624 Columbus, MS 39701-5800	662-241-7619
40	NAACP State Office	Derrick Johnson	NAACPMS@bellsouth.net	1072 W. JR Lynch Str. Jackson, MS 39203	601-353-6906
41	National NAACP State Office	Nancy Bailey	nbailey@naacpnet.org	4805 Mt. Hope Dr. Baltimore, MD 21215	410-580-5777
42	National Association of Black Journalists	Stephanie McGee	Stephanie.McGee@boxwoodtech.com www.nabj.org	1100 Knight Hall, Ste. 3100 College Park, MD 20742	866-964-2765, ext. 2718
43	National Association of Hispanic Journalists		nahj@najh.org http://najh.ihispano.com	1050 Connecticut Ave., NW, 10 th Floor Washington, DC 20036	202-662-7145
44	National Education Telecommunications Association (NETA)	Maryanne Schuessler	Maryanne@netaonline.org www.netaonline.org	P.O. Box 50008 Columbia, SC 29250 OR 939 S. Stadium Road Columbia, SC 29201	803-799-5517, Ext 104
45	National Education Writers Association		ewa@ewa.org www.ewa.org	2222 P St., NW, Ste. 201 Washington, DC 20037	202-452-9830
46	NPR List Serve	Russell Lewis	rdlewis@npr.org	NPR 635 Massachusetts Ave., NW. Washington, DC 20001	202-513-3232
47	PBS Connect	PBS Connect Forums	http://connect.pbs.org	1320 Braddock Pl Alexandria, VA 22314	773-739-5132

48	Public Relations Assoc of Miss. Chapters (PRAM)	Susan Christensen	schristens@mmrc rehab.org	1701 N. State Street Jackson, MS 39210	601-974-1033
49	Radio Television Digital News Assoc. (RTDNA)	Ryan Murphy	ryanm@rtdna.org messages@email.productions.membersuite.com	529 14 th St., NW, Ste. 425 Washington, DC 20045	800-807-8632
50	The Society of Broadcast Engineers (SBE)	JobsOnline	www.sbe.org	9102 N. Meridian Str. Suite 150 Indianapolis, IH 46260	317-846-9000
51	Society of Professional Journalists		www.sbj.org	Eugene S. Pulliam National Journalism Ctr. 3909 N. Meridian St. Indianapolis, IN 46208	317-927-8000
52	State Personnel Board	Adriane Luckett	www.mspb.ms.gov	301 North Lamar Str. Jackson, MS 39201	601-359-1406
53	Tougaloo College – Career Planning & Placement	Gladys Jones	gjones@tougaloo.edu	500 W. County Line Rd. Tougaloo, MS 39174	601-977-7817
54	Tulane Univ.	Susan Mickey	smickey@tulane.edu	6823 St. Charles Ave. New Orleans, LA 70118	504-865-5000
55	Jackson State Univ. (JSU) - Universities Center	Cassandra Carter	Cassandra.l.carter@jsums.edu	3825 Ridgewood Rd. Suite 32 Jackson, MS 39211	601-432-6118
56	University of Mississippi	Amanda Walker	www.career.olemiss.edu	303 Martindale Center P. O. Box 1848 University, MS 38677- 1848	662-915-7174
57	Univ. of Southern Mississippi – Career Planning & Placement	Kathy Oliver	cpp@usm.edu	118 college Drive, Box 5014 Hattiesburg, MS 39406	601-266-4153
58	Urban League of Greater Jackson, Inc.	Willie M. Cole	None – mail job announcements to address listed	2310 HWY 80 W. Bldg. 1 Suite E Jackson, MS 39204	601-714-4600
59	Virginia College	Career Services	Not available	5360 I-55 North Jackson, MS 39211	601-572-3385

EMPLOYMENT OUTREACH EFFORTS

In an effort to ensure direct contact with a diversity of qualified individuals, we forward most job announcements to a number of Mississippi's Community colleges and Universities including several of the historically black universities - Alcorn State University, Jackson State University and Tougaloo College. We also sent most of our job announcements to the Urban League of Greater Jackson, Mississippi and the national and state offices of the NAACP. Finally, we advertised most of our job announcements in a minority owned newspaper, *Mississippi Link*. A couple of positions within our News and Public Affairs Department were advertised with the National Association of Black Journalists and one was advertised with the Asian American Journalism Association and National Association of Hispanic Journalists.

One of our best resources for reaching a diversity of Mississippians continues to be Mississippi Employment Security Commission. The Commission maintains at least one employment center in every county of Mississippi and serves the larger metropolitan areas through several employment centers. Additionally, most job announcements are forwarded to the Mississippi State Personnel Board which posts them in a variety of places and forms including its website, www.mspb.ms.gov.

The agency also has an active internship program. In 2011 and thus far in 2012, the agency has hired 24 (twenty-four) interns in various departments throughout the Agency, such as News and Public Affairs, Radio, Support Services, Production, and Communications. The internship program continues to serve as an effective way to reach potential employees and mentor the community's students. See the summary of long-term recruitment initiatives for further details.

We feel that our efforts to reach a variety of Mississippians are well served by these resources, which are just a few of the many resources we utilize in advertising our job announcements. Nevertheless, we continue to seek new, economically efficient resources to ensure even greater access to the diverse workforce of Mississippi and the United States.

MPB Human Resources
January 23, 2011 – January 22, 2012
Long-term recruitment initiatives

- a. **Internship Program:** The opportunity for an internship with Mississippi Authority for Educational Television is offered to all students enrolled in or recently graduated from an institution of higher learning. Occasionally, the agency will make an exception and allow individuals who are not enrolled in or graduates of an institution of higher learning. The agency has submitted internship information to all universities, junior colleges and community colleges in Mississippi for several various Internships that were available in 2011 and early 2012. Further, internship information is made available to the public via the agency's Website. The Internships available and filled in 2011/early 2012 included Internships in the areas of Support Services, Content, Communications, News and Public Affairs, Radio and Production. More specifically, these internship positions include radio and television production, on-air work, copywriting, contracts, communications, programming and technical assistance. Currently, MPB has six (6) Interns working on-site and eighteen (18) others worked this past spring, summer and fall in various areas throughout the agency. The Interns pool included both male and female applicants. Possible positions with the agency include positions in graphic arts, on-air work, prop design, television production, contracts, technical assistance and scriptwriting. Upon approval of students' respective institutions of higher learning, students may receive credit for these internships. A midterm and final evaluation has been created by MPB to forward to the Intern's respective Professor and Institution of Higher Learning.

In 2011, MAET's intern program branched into the legal field. MAET began accepting one (1) legal extern per semester from American Bar Association accredited Mississippi College School of Law located in Jackson, Mississippi. The Mississippi College School of Law externship program places students in pre-approved legal placements to work directly with an assigned field supervisor. The placements are in a wide variety of non-profit, government, and public interest organizations.

A legal extern is referred through the law school's legal extern class and interns in Support Services for an entire semester. Interested students enroll in the legal extern class through the law school, attend an interview with the professor and the professor

makes a recommendation to MAET based upon grades, interview and interest. The student is exposed to issues dealing with contract negotiation, intellectual property licensing, entertainment contracts, and employment law issues working within Federal and State guidelines. The extern must work with the Agency for a minimum of 135 hours per semester, prepare a report for the law school and receives a grade from the Agency. The first legal extern began Fall Semester 2011 and another legal intern began for the Spring 2012 Semester. This program is one that MAET hopes to continue with in the future.

- b. **Training program for personnel:** The training programs available to various level employees at MPB are ever-changing programs in part according to what the Mississippi State Personnel Board mandates and/or offers to state employees. These programs are designed to provide information and skill development to supervisors on the fundamentals of supervising people and programs in government and to assist them with gaining knowledge required of Supervisors and/or to reach Educational Benchmarks that the agency encourages. This training is essential to state employees' acquiring the skills necessary to continue to qualify for higher-level positions and advancement. Nine (9) employees have completed and two (2) employees are enrolled in the Basic Supervisory Course provided by the Mississippi State Personnel Board. This program is designed to develop and enhance professional competency in the area of supervision and effective management skills.

Another prominent management program offered to Supervisors at MPB is the Mississippi's Certified Public Manager Program, a member of the National CPM Consortium. We have two (2) employees still working on completion of the training program. We have one (1) employee enrolled in Level I of the training program.

In the fall of 2011, we began an in-house training program for employees which are taught by employees experienced in the topic chosen. The classes that we have completed to date are Grant Writing, Microsoft Outlook, and PowerPoint Presentations. We had 84 employees to attend these three classes. We are in the process of scheduling more classes such as Word, Excel, Adobe Photoshop, and Basic Photography.

All staff members were also sent to formal Sensitivity and Performance Development training seminars which were held on-site.

The agency also sends many employees to various conferences throughout the year; however, this too was minimized this year due to budget cuts. These conferences provide professional development and networking opportunities.

- c. **Listing of each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities:** We had two (2) upper-level openings during the referenced period and one (1) was listed with the Mississippi Association of Broadcasters, a media trade group. In addition, the upper-level opening was listed in the Urban League Greater Jackson, state and national NAACP, Mississippi's historically black colleges and universities, and Mississippi Link, a minority-owned newspaper in Jackson, MS. The other upper-level opening was listed with Kinetic Staffing, The Ladders, and Bullhorn Recruiting.

- d. **Co-sponsoring at least one job fair with an organization in the community whose membership includes substantial participation of women and minorities:** MPB participated in a career fair at Tougaloo College on February 18, 2011. MPB co-sponsored the Mississippi Employment Expo (Governor's Job Fair Network of Mississippi) on March 22, 2011 at the Mississippi Trademark in Jackson, MS. More than 4,000 job applicants attended. MPB participated in the United Way "Success Start Now Summit" on September 28, 2011 from 9:00am until 1:00pm at the Jackson Medical Mall. We gave out internship brochures to over 320 students and participated in mock interviews to help students.